Reviewer’s report

Title: Microeconomic Institutions and Personnel Economics for Health Care Delivery. A Formal Exploration of what Matters to Health Workers in Rwanda

Version: 0 Date: 07 Dec 2016

Reviewer: Adam Ahmat

Reviewer's report:

General comment
Interesting findings but the main issue is that this paper is based upon data from Rwanda in November of 2005, since it has taken 11 years for this paper to be completed.

The article makes no mention of the limitations of the data used. It would be interesting if the authors had assessed the current situation in relation to that of 2005.

It is not sure the context described in the paper is still relevant for Rwanda today. In 2004, the Mutuelle de Santé began to spread across the country and many development partners have come into the country. No doubt their activities have impacted health care..

The statement of the problem and the objective of the study are not well stated, even there is no research question (s) to better understand the intent

Specific comments

Title of the paper

The title of the paper reflects less the content of the article.

The title should be reviewed in order to fit with the content

Background

The concept of microeconomic institutions for health care delivery needs to be defined, also it could be better to clarify which microeconomic framework the study is based.

The second sentence of the first paragraph needs to be referenced.

Last sentence of the first paragraph is talking about recent work but all the references are old.
So, the background needs to be reviewed with really recent work. Most of the statements are not relevant regarding the context now in Rwanda. For example the last three para should be reviewed with recent data and references.

In addition, the authors should set clear objective of the paper or/and with clear research question(s). just a focus cannot be an objective.

Method
The data of the survey are old of 11 years (this is an important limitation despite the findings are interesting).

Some discussions were recorded in Kinyarwanda and transcribed in French. This may introduce bias in the coding and then in the results. This should be part of the limitations of the results to be discussed.

Also the software used which is Nvivo 2.0 is an old version. The new version is at least at 10.0.

Results
The result of the survey in the section 3.2.3 is not clear in terms of professional norms and workplace culture. This section should be clarified with more evidence.

Discussion
Limitations of the data should be discussed

Conclusion
The conclusion seems to be an extension of the discussion section. It is too long, it should be shortened and should highlight only the main conclusions in relation to the objectives of the paper including any policy implication of the results

**Level of interest**
Please indicate how interesting you found the manuscript:

An article of limited interest
Quality of written English
Please indicate the quality of language in the manuscript:
Acceptable

Declaration of competing interests
Please complete a declaration of competing interests, considering the following questions:

1. Have you in the past five years received reimbursements, fees, funding, or salary from an organisation that may in any way gain or lose financially from the publication of this manuscript, either now or in the future?

2. Do you hold any stocks or shares in an organisation that may in any way gain or lose financially from the publication of this manuscript, either now or in the future?

3. Do you hold or are you currently applying for any patents relating to the content of the manuscript?

4. Have you received reimbursements, fees, funding, or salary from an organization that holds or has applied for patents relating to the content of the manuscript?

5. Do you have any other financial competing interests?

6. Do you have any non-financial competing interests in relation to this paper?

If you can answer no to all of the above, write 'I declare that I have no competing interests' below. If your reply is yes to any, please give details below.

'I declare that I have no competing interests'

I agree to the open peer review policy of the journal. I understand that my name will be included on my report to the authors and, if the manuscript is accepted for publication, my named report including any attachments I upload will be posted on the website along with the authors' responses. I agree for my report to be made available under an Open Access Creative Commons CC-BY license (http://creativecommons.org/licenses/by/4.0/). I understand that any comments which I do not wish to be included in my named report can be included as confidential comments to the editors, which will not be published.

I agree to the open peer review policy of the journal